

I have a dream job, I really do. The work that I get to be a part of is the most fulfilling work I've ever done, and the community we serve is the best there is. Even in this shitty pandemic year, I am privileged to work from home, away from the public, with amazing people. I love my job. However, we all know that we quit bosses, not jobs.

The Board of Directors, collectively, have created a demoralizing and fear-based environment. They have continuously side-stepped existing office procedures when it benefited one of their own, prioritized individual needs above the needs of the organization, and violated our Code of Conduct. This is extremely difficult to say, because individually, I have had WONDERFUL conversations with the active members of the board. Individually, I find them easy to get along with; funny, lovely human beings. I have no idea how these individually fine people have collectively made such an untenable working environment, but it has to stop.

Similarly, the office has had a myriad of issues with the new Executive Director. As an office, we went to both the Board of Directors and HR in August in attempts to provide important feedback in a safe and productive environment. Each office member had mediation sessions with the Executive Director, to varying success. Most of us feel that the combination of behavioral and performance issues are irreconcilable. However, believing that we have processes for a reason, we have patiently waited for the Board of Directors to implement a timely and appropriate Performance Improvement Plan.

It is now November, our HR manager is furloughed, and we are just now hearing that the Board wants to do 30, 60, and 90 day meetings with all of us to review the Executive Director's improvement. We will all be furloughed before that 30 day mark hits.

However, in the time that all six full time employees filed formal complaints against our new boss for gaslighting, manipulation, retaliatory, and ineffective behaviors, the Board has found other priorities for themselves to work on.

They have given an office member a surprise performance review, asking them to research their own training, without their supervisor present.

They have busied the Executive Director with "onboarding" meetings with the members-elect, while actively and secretly compiling reasons why they can't actually vote those members on.

They have stepped around full time employees (who were hired for very specific responsibilities and have EXTENSIVE knowledge and background in specialized areas) to dole out rulings and make decisions.

In the meantime, they have not provided our new Executive Director the appropriate level of training to repair the damage he inflicted on the relationship between himself and the office. Our boss is still the same reactionary, retaliatory, manipulative, and emotionally abusive leader we filed a complaint against 4 months ago because the Board has been busy with other self-imposed priorities.

The office productivity levels have tanked because of this. It is impossible to do our jobs, when we are in constant fear of being pulled into surprise meetings where people who are not our direct supervisors may insinuate we are poor employees just because we don't agree with them. It is impossible to do our jobs, when valued and respected members of our community are being singled out and harassed. It is impossible to do our jobs, when the Board of Directors and Executive Director are focusing on witch hunts instead of the organization's longevity.

The office is not perfect. I would love to have a boss who could help us improve, instead of me managing up every single day. I would love to have a boss that I can look up to, who I can learn from, who I can look at and think "Yeah that's the kind of boss I want to be one day". Instead, I am constantly in fear of how he is going to react to things. I spend more time coaching him than I do learning from him. I am constantly asking him to spend more time with the office, instead of with the Board.

I don't say that he's reactionary, retaliatory, manipulative, or emotionally abusive lightly. I've been in some abhorrently toxic relationships before, and I would never want to diminish the experience that people have in true toxic relationships. I have spent SO MUCH time researching these behaviors, making sure that I wasn't blowing things out of proportion. I have spent SO MUCH time listing examples of these behaviors in a fact-based manner, in the hopes that it would be helpful to his growth. All to have him flippantly throw back at us, time and again, "yeah well the office is toxic, too", with no helpful examples or offers to coach us into better people.

I'm done watching my co-workers cry in meetings, and I'm done waiting for the Board of Directors to do their jobs.

I don't know what else to do. We have attempted to go through the "right" routes. We have attempted talking it out. We are now in a crucial period where we NEED to focus on our community. All I am asking for is the opportunity to do that.

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